

The George Washington University

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August 21, 1979

Prepared by Judith Lynn Fisher
Faculty Senate Office

THE GEORGE WASHINGTON UNIVERSITY
Washington, D. C.

THE FACULTY SENATE - 1979-80 SESSION

The Faculty Senate meetings for the 1979-80 Session will be held on the second Friday of each month (exceptions: May and January) as follows:

March 9, 1979	November 9, 1979
April 13, 1979	December 14, 1979
May 4, 1979	January 18, 1980
September 14, 1979	February 8, 1980
October 12, 1979	The 1980-81 Session begins March 14, 1980

Ex Officio Members (stated by the Faculty Organization Plan):

Elliott, Lloyd H.	President
Bright, Harold F.	Provost and Vice President for Academic Affairs
Gebhardtshauer, Robert	Registrar

Ex Officio Members (Appointed by the President):

Baker, Robert E.	Acting Dean, School of Education and Human Development
Birnbaum, Philip S.	Dean, Administrative Affairs, The Medical Center
Kramer, Robert	Dean, National Law Center
Liebowitz, Harold	Dean, School of Engineering and Applied Science
Linton, Calvin D.	Dean, Columbian College of Arts and Sciences
Loeser, Norma M.	Dean, School of Government and Business Administration
Sapin, Burton M.	Dean, School of Public and International Affairs
Solomon, Henry	Dean, Graduate School of Arts and Sciences

(To be appointed)

Parliamentarian, National Law Center

<u>Elected Members:</u>	<u>Term Expires</u>	<u>School or College</u>
Amling, Frederick	1980	Government and Business Administration
Chandler, James P.	1981	National Law Center
Chitwood, Stephen R.	1981	Government and Business Administration
Claeyssens, A. E., Jr.	1980	Columbian College
Cohn, Victor H., Jr.	1980	Graduate School of Arts and Sciences
Fox, Raymond R.	1980	Engineering and Applied Science
Gallagher, Michael G.	1981	Government and Business Administration
Ginsburg, Gilbert J.	1980	National Law Center
Gordon, Marvin	1981	Public and International Affairs
Griffith, William B.	1981	Columbian College
Heddesheimer, Janet C.	1981	Education
Hill, Peter P.	1981	Columbian College
Jones, Robert G.	1981	Columbian College
Linkowski, Donald	1981	Education
Park, Robert E.	1980	National Law Center
Pierpont, Howard C.	1980	Medical Center
Reesing, John P., Jr.	1980	Columbian College
Reiss, David	1981	Medical Center
Robinson, Lilien F.	1980	Columbian College
Schiff, Stefan O.	1980	Columbian College
Shotel, Jay R.	1980	Education
Steiner, Henry M.	1981	Engineering and Applied Science
Toridis, Theodore G.	1980	Engineering and Applied Science
Walker, Glenn A.	1981	Medical Center
Wood, Reuben E.	1980	Columbian College
Ziolkowski, John E.	1981	Columbian College

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FACULTY SENATE MEETING
March 9. 1979

First meeting of the new session of the Faculty Senate (1979-80)

Newly-elected Senate members:

Professor Michael G. Gallagher, School of Government and Business Admin.

Professor Marvin Gordon, Public and International Affairs

Professor William B. Griffith, Columbian College

Professor Donald Linkowski, School of Education and Human Dev.

Professor David Reiss, School of Medicine and Health Sciences

Re-elected Senate members:

Professor James P. Chandler, National Law Center

Professor Stephen R. Chitwood, School of Government and Business Admin.

Professor Janet C. Heddesheimer, School of Education and Human Dev.

Professor Peter P. Hill, Columbian College

Professor Robert G. Jones, Columbian College

Professor Henry M. Steiner, School of Engineering and Applied Science

Professor Glenn A. Walker, School of Medicine and Health Sciences

Professor John E. Ziolkowski, Columbian College

PROFESSORIAL LIST
1970-71

First meeting of the new session of the Graduate Council (1970-71)

Faculty elected to the Council

- Professor Richard C. Bellinger, School of Government and Public Affairs
- Professor Martin Gordon, Public and International Affairs
- Professor William E. Dutton, Political Science
- Professor Donald L. Johnson, School of Education and Human Dev.
- Professor David Jones, School of Medicine and Health Sciences

Faculty elected to the Council

- Professor James E. Miller, National Law Center
- Professor Stephen E. D. Wood, School of Government and Public Affairs
- Professor Janet L. Winkler, School of Education and Human Dev.
- Professor Peter E. Hill, Political Science
- Professor Robert A. Jones, Political Science
- Professor Henry E. Johnson, School of Education and Human Dev.
- Professor Glenn A. Jones, School of Medicine and Health Sciences
- Professor John L. Winkler, Political Science

SENATE CALENDAR

EXECUTIVE COMMITTEE MEETINGS

1979-80 Session

1979

February 23, 1979*

March 23, 1979

April 20, 1979

August 31, 1979

September 28, 1979

October 26, 1979

November 30, 1979

January 4, 1980

January 25, 1980

FACULTY SENATE MEETINGS

March 9, 1979

April 13, 1979

May 4, 1979

September 14, 1979

October 12, 1979

November 9, 1979

December 14, 1979

January 18, 1980

February 8, 1980

1980-81 Session

February 22, 1980*

March 28, 1980

April 25, 1980

March 14, 1980

April 11, 1980

May 2, 1980

*Joint Meeting of the Old and New Executive Committees

NOTE: to permit compliance with the rules requiring seven days' notice of Senate meetings, the Executive Committee prepares the agenda two weeks in advance of the regular Senate meetings.

FACULTY SENATE COMMITTEES

EXECUTIVE COMMITTEE 1979-80 Session (elected February 9, 1979)

Cor 105A	Reuben E. Wood, Chairman, Chemistry	6120
Gov 407	Frederick Amling, Business Finance	6670
Bacon 303D	Gilbert J. Ginsburg, Law	6815
LisH 503F	Peter P. Hill, History	6761/6230
Clinic 827	Howard C. Pierpont, Surgery	4009
Rice-8th Fl.	Lloyd H. Elliott, President, ex officio	6500

CHAIRMEN, STANDING COMMITTEES:

1. ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY - Professor Lilien F. Robinson, Chairman
2. ADMISSIONS AND ADVANCED STANDING - Professor Marvin Gordon, Chairman
3. APPOINTMENT, SALARY AND PROMOTION POLICIES - Professor Victor H. Cohn, Jr., Chairman
4. ATHLETICS - Professor Robert G. Jones, Chairman
5. EDUCATIONAL POLICY - Professor Stefan O. Schiff, Chairman
6. FISCAL PLANNING AND BUDGETING - Professor Richard A. Kenney, Acting Chairman
7. LIBRARY - Professor John P. Reesing, Jr., Chairman
8. PHYSICAL FACILITIES - Professor James P. Chandler, Chairman
9. PROFESSIONAL ETHICS AND ACADEMIC FREEDOM - Professor William B. Griffith, Chairman
10. PUBLIC CEREMONIES - Professor A. E. Claeysens, Jr., Chairman
11. RESEARCH - Professor John E. Ziolkowski, Chairman
12. STUDENT FINANCIAL AID - Professor Raymond R. Fox, Chairman
13. UNIVERSITY DEVELOPMENT AND RESOURCES - Professor Frederick Amling, Chairman
14. UNIVERSITY OBJECTIVES - Professor Glenn A. Walker, Chairman
15. UNIVERSITY AND URBAN AFFAIRS - Professor Peter P. Hill, Chairman
16. JOINT COMMITTEE OF FACULTY & STUDENTS* - Professor Stephen R. Chitwood, Co-Chairperson

*Not a standing committee of the Faculty Senate

- 3 recommendation to the Board of Trustees at it's Financial Affairs Committee meeting Monday that the number of scholarships be continued at the same level, if possible. The question was called on the original motion, as amended, and was unanimously adopted. (Resolution 79/1, as amended, is attached.)
- 4 (c) Professor Wood reported that the following Annual Reports had been received and would be distributed with the minutes: Student Financial Aid Committee, Athletics Committee, Professional Ethics and Academic Freedom Committee, and Appointment, Salary and Promotion Policies Committee.
- 5 Professor Wood, on behalf of the Executive Committee, reported that its main job had been the selection of nominees for Senate standing committees and their chairmen. He said that one other matter the Committee had accomplished was a response to Mr. Mark Weinberg's proposal that free check-cashing privileges be terminated for faculty and staff; copies of this response were distributed to Senate members at the meeting and would be made a part of the minutes.
- 6 Under Brief Statements, Dean Birnbaum introduced Professor Reiss, a new member of the Senate, and Professor Walker, a re-elected member, since they were not present at the time introductions were being made.
- Professor Cohn asked the Provost if he wished to comment upon his statement made at the last Senate meeting that "the University does not close," when it snows. Provost Bright responded that there were conditions under which he was wrong.
- 7 Provost Bright adjourned the meeting at 2:35 p.m.



Robert Gebhardtsbauer
Secretary

SENATE STANDING COMMITTEES

1979-80 Session

ADMINISTRATIVE MATTERS AS THEY AFFECT THE FACULTY

*Chairman: Robinson, Lilien F., Assoc. Prof., Art
Allan, Frank D., Prof., Anatomy
Brewer, Diane, Assoc. Prof., Speech & Drama
Hitchcock, Michael D., Asst. Prof., Art
Quitslund, Sonya A., Asst. Prof., Religion
Smith, Benjamin W., Prof., Biochemistry
Steiner, Carl, Prof., German

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Lange, Carl J., Vice President
for Administration & Research

ADMISSIONS AND ADVANCED STANDING

*Chairman: Gordon, Marvin, Prof., Geography & Reg. Science
Affronti, Lewis F., Prof., Microbiology
Bowling, Lloyd S., Prof., Speech & Drama
Katterjohn, Karl R., Asst. Prof., Health Care Sci.
Kelleher, Joanne K., Asst. Prof., Physiology
Netland, Bjorn K., Instructor, German
Winkler, Lawrence, Prof., Education
Kirsch, Arthur D. Statistic 5/4/79

ex officio:

Ruth, Joseph Y., Director of
Admissions

APPOINTMENT, SALARY AND PROMOTION POLICIES

*Chairman: Cohn, Victor H., Jr., Prof., Pharmacology
Albert, Ernest N., Prof., Anatomy
Burks, James F., Prof., Romance Lang.
Gallo, Linda L., Asst. Prof., Biochemistry
*Heddesheimer, Janet C., Assoc. Prof., Education
Levy, Joseph B., Prof., Chemistry
Shane, Presson S., Prof., Engineering Admin.
Sherman, Stanley N., Assoc. Prof., Business Admin.
*Shotel, Jay R., Assoc. Prof., Special Education
Silverman, Mary R., Asst. Prof., Health Care Sciences
Thompson, Anne M., Asst. Prof., Medicine
Wesner, Laura B. Prof. Law 4/13/79

ex officio:

Bright, Harold F., Provost

ATHLETICS

*Chairman: Jones, Robert G., Prof., Religion
Antzes, Annette V., Assoc. Dir. Acad. Staff. CGS
Bielski, Lee S., Prof., Speech & Drama
Bowles, L. Thompson, Prof., Surgery
Burdetsky, Ben, Prof., Business Admin.
Caress, Edward A., Assoc. Prof., Chemistry
Hiltebeitel, Alfred J., Assoc. Prof., Religion
Kurtz, Frederick C., Prof., Accounting
Linebaugh, Craig W., Assoc. Prof., Speech & Drama
Smith, Walton E., Assoc. Prof., ~~HK&LS~~ *Mgt. Science*
Snodgrass, Jeanne E., Assoc. Prof., HK&LS

ex officio:

Faris, Robert K., Director of Men's
Athletics
George, Lyn, Director of Women's
Athletics
Phelps, Marianne, Asst. Provost for
Affirmative Action

Harvey, Jerry B. Prof. Mgt. 5/4/79

*Member of the Senate

EDUCATIONAL POLICY

*Chairman: Schiff, Stefan O., Prof., Biology
Altshuler, David A., Asst. Prof., Religion
Churchill, Robert P., Asst. Prof., Philosophy
Davis, Herbert J., Assoc. Prof., Business Admin.
Fisher, Elizabeth A., Adj. Asst. Prof., Classics
Gyorgy, Andrew, Prof., Political Science
Hsu, Irene, Prof., Medicine
Kenyon, Hewitt, Prof., Mathematics
Malone, Paul B., III, Vis. Assoc. Prof., Bus. Admin.
Olkhovsky, George, Assoc. Prof., Slavic Lang.
Paratore, Salvatore R., Assoc. Prof., Education
Peterson, Ruth I., Assoc. Prof., Education
Yakobson, Helen B., Prof., Slavic Lang.

ex officio:

Bright, Harold F., Provost

FISCAL PLANNING AND BUDGETING

Acting Chairman: Kenney, Richard A., Prof., Physiology
Devolites, Milton C., Prof., Health Care Admin.
Frankie, Richard J., Prof., Education
Greenberg, Joseph A., Assoc. Prof., Education
Hugh, Rudolph, Prof., Microbiology
Ireland, C. Terrence, Assoc. Prof., Statistics
Mastro, Anthony J., Prof., Accounting
Mergen, Bernard, Assoc. Prof., American Studies
Morgan, John A., Jr., Prof., Political Science
*Park, Robert E., Prof., Law
*Reiss, David, Prof., Psychiatry

ex officio:

Birnbaum, Philip S., Dean for
Administrative Affairs,
Medical Center
Johnson, William D., Director of
Planning and Budgeting

LIBRARY

*Chairman: Reesing, John P., Jr., Prof., English
Anderson, Jeffrey C., Asst. Prof., Art
Frey, John A., Prof., Romance Lang.
Kaufman, Roger E., Prof., CMEE
King, James C. Prof., Germanic Lang. & Lit.
King, Michael M., Assoc. Prof., Chemistry
Lang, Roger H., Assoc. Prof., EE&CS
Lowe, John C., Assoc. Prof., Geography
McIntyre, Margaret, Prof., Education
Oertel, Yolanda C., Assoc. Prof., Pathology
Wade, Alan, Asst. Prof., Speech & Drama
Wallace, Dewey, Prof., Religion

ex officio:

Bernard, Hugh Y., Librarian,
Law Library
Caress, Edward A., Asst. Dean of
the Graduate School of Arts and
Sciences
Matheson, Nina W., Librarian,
Medical Library
Woodward, Rupert C., University
Librarian

PHYSICAL FACILITIES

*Chairman: Chandler, James P., Prof., Law
Bernard, Hugh Y., Prof., Law
Greene, Sherwin, Assoc. Prof., Urban & Reg. Planning
Hobbs, Herman H., Prof., Physics
Page, Harry R., Prof., Business Admin.
Pederson, Eldor O., Assoc. Prof., Geography

ex officio:

Dickman, Robert E., Director of
Planning & Construction
Diehl, Charles E., Vice President
and Treasurer
Einbinder, John C., Business Manager

*Member of the Senate

PROFESSIONAL ETHICS AND ACADEMIC FREEDOM

*Chairman: Griffith, William B., Assoc. Prof., Philosophy
Schheim, Joseph, Prof., Economics
Crafton, Paul A., Prof., Engineering Admin.
Foa, Joseph V., Prof., CMEE
*Gallagher, Michael G., Assoc. Prof., Accounting
Platt, Mark M., Asst. Prof., Neurology
Rothman, Sam, Prof., Engineering Admin.
Silber, Tomas Jose, Asst. Prof., Child Health
Speigel, Chariklia, Assoc. Prof., Medicine
Starrs, James E., Prof., Law
Stein, Walter, Instructor, Health Care Sciences
Stewart, Phyllis L., Assoc. Prof., Sociology

Kauer, Paula (Emeritus) 4/13/79 ; Reimer, Benjamin, Prof. Pol. Science, 5/4/79

PUBLIC CEREMONIES

*Chairman: Claeysens, A. E., Jr., Assoc. Prof., English
Bell, Boris C., Director, Marvin Center
Eastin, Roy B., Prof., Business Admin.
Grub, Phillip D., Prof., Business Admin.
Lingo, Jane T., Asst. Director, Public Relations
Regnell, Joan R., Assoc. Prof., Speech & Drama
Tidball, M. Elizabeth, Prof., Physiology
Vann, Margaret L., Admin. Assoc., Graduation
Wiggs, Garland D., Assoc. Prof., Education

ex officio:

Linton, Calvin D., Dean, Columbian
College of Arts and Sciences

ex officio:

Gebhardtshauer, Robert, Registrar
Jones, Robert G., University Marshal

RESEARCH

*Chairman: Ziolkowski, John E., Assoc. Prof., Classics
Bank, Jeffrey R., Asst. Res. Prof., Education
Cutler, Jane R., Instructor, Health Care Sciences
Junghenn, Hugo D., Assoc. Prof., Mathematics
Harper, Edmund P., Visiting Asst. Prof., Physics
Lader, Melvin P., Asst. Prof., Art
Lewis, John F., Assoc. Prof., Geology
Marlow, W. H., Prof., Operations Research
O'Rear, Charles E., Prof., Forensic Sciences
O'Reilly, Sean, Prof., Neurology
Parrish, Alvin E., Prof., Medicine
Rice, Charles E., Prof., Psychology
Saenz, Pilar, Assoc. Prof., Romance Lang.
Silverman, Barry, Asst. Prof., Engineering Admin.

ex officio:

Bright, Harold F., Provost
Mayo, Louis H., Vice President for
Policy Studies and Special Projects
Solomon, Henry, Dean, Graduate
School of Arts and Sciences

STUDENT FINANCIAL AID

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Hollinshead, Ariel C., Prof., Medicine
Huve, Gerard, Asst. Prof., Romance Languages
Kirsch, Arthur D., Prof., Statistics
Vincent, Robert C., Prof., Chemistry
Wright, J. Franklin, Asst. Prof., Art

ex officio:

Baker, Vicki, Director, Student
Financial Aid
Heartfield, Maurice K., Asst. Vice
President and Asst. Treasurer
Stoner, George W. G., Assoc.
Director, Admissions

Member of the Senate

UNIVERSITY DEVELOPMENT AND RESOURCES

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El-Ansary, Adel, Prof., Business Admin.
Garner, Nathan, Asst. Prof., Speech & Drama
Moore, Dorothy A., Prof., Education
Wise, Jarrett M., Asst. Prof., Health Care Sciences
Johnson, Wm. D. Pl. & Bus. (9/14/79)
Sherman, Stanley M. Bus. Admin. (9/14/79)

UNIVERSITY OBJECTIVES

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Fleck, Joseph W., Assoc. Prof., Education
McMillan, John J., Assoc. Prof., Psychiatry & Behav. Sci.
Sorem, Kevin R., Asst. Prof., Health Care Sciences
Vontress, Clemmont E., Prof., Education
Welling, Priscilla, Asst. Prof., Accounting

ex officio:

Alpert, Seymour, Vice President
for Development

ex officio:

Bright, Harold F., Provost
Linton, Calvin D., Dean, Columbian
College of Arts and Sciences
Holland, Robert L., Dean, College
of General Studies

UNIVERSITY AND URBAN AFFAIRS

*Chairman: Hill, Peter P., Prof., History *Tondis, Theodore P. (10/12/79)*
Gillette, Howard F., Jr., Assoc. Prof., American Studies
Henig, Jeffrey R., Asst. Prof., Political Science
Ludlow, Gregory, Assoc. Prof., Romance Language
Marsh, Fran, Acting Director, Public Relations
Nashman, Honey W., Asst. Prof., HK&LS
Sinick, Daniel, Prof., Education

ex officio:

Mayo, Louis H., Vice President for
Policy Studies and Special
Projects

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Faculty Members:

*Co-Chairperson: Chitwood, Stephen R., Assoc. Prof., Public Admin.
*Linkowski, Donald, Prof., Education
McAleavey, David W., Asst. Prof., English
Sten, Christopher, Assoc. Prof., English
Ticktin, Max D., Special Lecturer, Classics
*Toridis, Theodore G., Prof., CMEE
Yeide, Harry, Jr., Prof., Religion

ex officio:

Hanson, Gail S., Dean of Students
Linton, Calvin D., Dean, Columbian
College of Arts and Sciences
Lobuts, John F., Jr., Asst. Dean,
School of Govt. and Bus. Admin.
Perkins, John E., Asst. to the Vice
President for Student Affairs

*Member of the Senate

**Not a standing committee of the Faculty Senate



THE
GEORGE
WASHINGTON
UNIVERSITY

Washington, D.C. 20052 / Provost and Vice President for Academic Affairs

August 24, 1979

MEMORANDUM TO: FACULTY MEMBERS, THE GEORGE WASHINGTON UNIVERSITY

Attached is a copy of the changes in the Code which were made by the Board of Trustees on July 20, 1979.

The material outlined on the left of the page is to be replaced by the correspondingly numbered material on the right.

Please note that the effect of these changes is to make it possible to appoint individuals to Regular Active Status positions which do not accrue credit toward tenure. The changes do not, in any way, have any application or relevance to part-time appointments.

H. F. Bright

H. F. Bright
Provost
Vice President for
Academic Affairs

Encl. (7)

FACULTY CODE

Governing the Academic Personnel of the University

The Board of Trustees of The George Washington University, by virtue of the authority vested in it by the University Charter, hereby establishes the following Faculty Code. The Faculty Code applies to all University faculty in all colleges, schools, divisions, departments, and comparable educational divisions. Constitutions, by-laws, and established procedures of governance devised by subdivisions of the University are subordinate to the letter and spirit of the Faculty Code.

I. Grades of Academic Personnel

The grades of academic personnel are:

A. RETIRED STATUS

Professor emeritus, professor emeritus in residence, associate professor emeritus, associate professor emeritus in residence, and retired (in any given rank for age or disability).

B. ACTIVE STATUS

1. *Regular*: Professor, associate professor, assistant professor, and instructor.

2. *Limited Service*: Adjunct professor, adjunct associate professor, adjunct assistant professor, adjunct instructor, clinical professor, professorial lecturer, associate clinical professor, associate professorial lecturer, assistant clinical professor, assistant professorial lecturer, lecturer, special lecturer, studio lecturer, clinical instructor, teaching fellow, fellow, and graduate teaching assistant.

3. *Visiting*: Professor, associate professor, and assistant professor.

Changes:

① University professor emeritus, professor emeritus in residence, associate professor emeritus, associate professor emeritus in residence, and retired (in any given rank for age or disability).

② 1. *Regular*: University professor, professor, associate professor, assistant professor, and instructor.

Each of the regular, active status ranks may be tenure-accruing or non-tenure-accruing as specified in the original letter of appointment.

plementation of the Faculty Code shall accompany or precede the letter of appointment and shall be considered part of the agreement between the faculty member and the University.

b) Tenured members of the faculty and faculty members whose appointments do not expire or whose appointments will be renewed shall be notified in writing annually, on or about April 1, of salary and of changes in rank or of other terms and conditions of service for the next academic year.

2. *Limited Service Appointments*

All appointments to limited service active status (as defined in Article I, Section B, Paragraph 2) shall be for a specified period of a year or less. Such appointments may be renewed an unlimited number of times.

③ 3. *Regular Appointments Without Tenure*

a) All appointments or reappointments to regular active status positions shall be for a specified term except for those that confer tenure.

b) The total of such terms, including all full-time service with the rank of instructor or higher in this or other recognized institutions of higher learning, shall not exceed seven years, provided that:

1) Leaves of absence to engage in authorized teaching or research activities at another institution shall be included in this seven-year period.

2) Leaves for study toward a degree, leaves for military or for personal reasons, and defense leave shall not be included in this period.

3) A faculty member with more than three years' previous full-time service at another institution may be appointed at any rank below that of professor without tenure for four years.

③ 3.1 Regular Tenure-Accruing Appointments

4) Members of the faculty who are stationed at affiliated institutions and assigned to educational programs of the Medical Center may be appointed for more than seven years without tenure.

c) Letters of appointment to positions that will not normally lead to the consideration of the appointee for tenure shall include a statement to that effect.

d) A faculty member of the rank of assistant professor or higher who will not be granted tenure at the end of the final year of his or her maximum term of appointment shall be so notified in writing no later than June 30 preceding the year in which his or her appointment will expire in accordance with Article V, Section B, hereof. Any such faculty member who is not so notified shall acquire tenure at the end of the term.

4. Stated Periods by Rank

a) Instructors

Instructors shall be appointed for an initial period of one year and may be reappointed for not more than three additional one-year periods. No reappointment shall, except by special action of the Board of Trustees, upon recommendation by the appropriate faculty body and the appropriate University officers, extend any individual's total period as an instructor beyond four years. Tenure shall not be conferred at this grade.

b) Assistant Professors

Assistant Professors shall be appointed for a period of not more than three years and may be reappointed, with or without tenure, for one or more additional periods.

c) Associate Professors

Associate Professors shall be appointed for a period of not more than four years and may be reappointed, with or without tenure, for one or more additional periods.

④ Omit

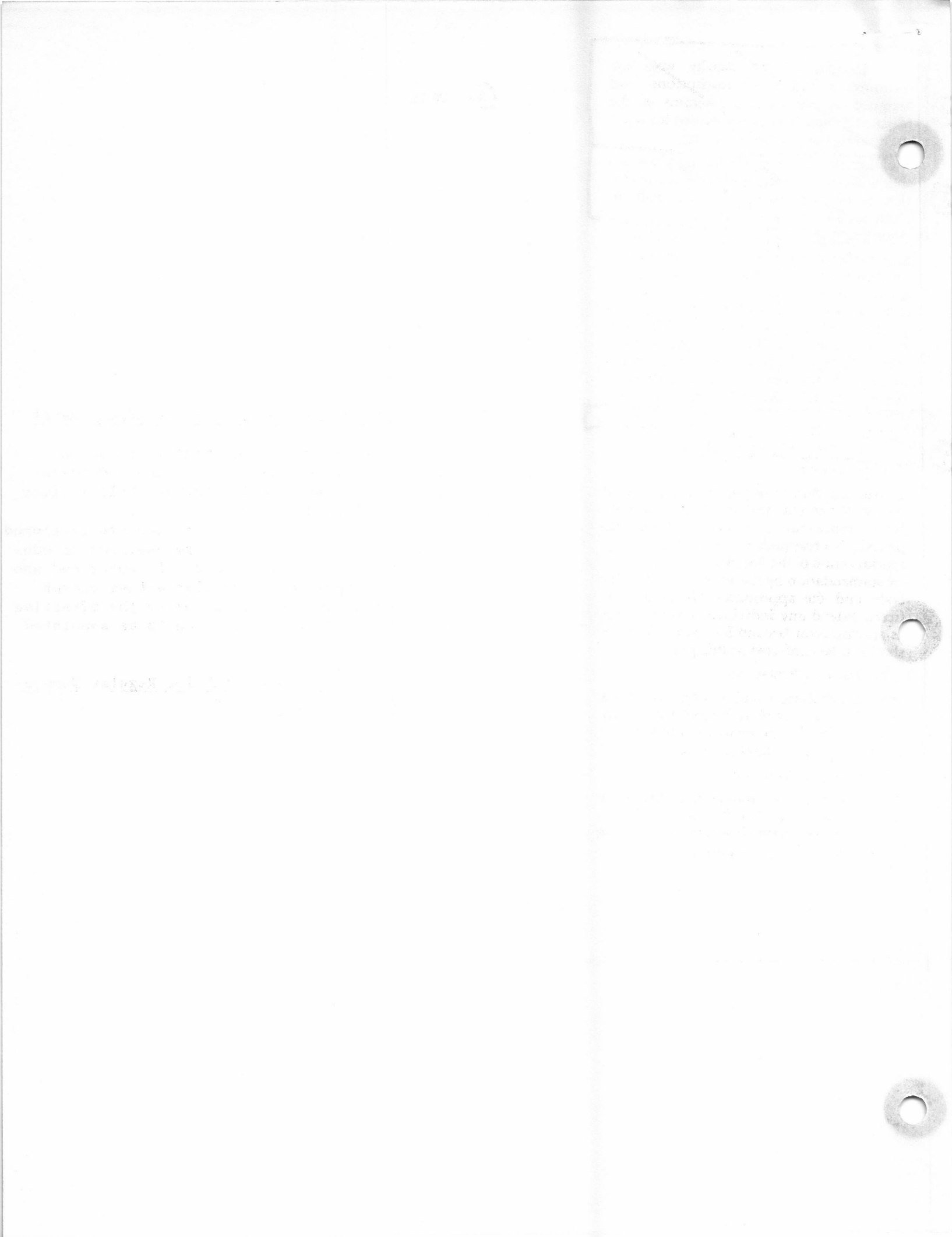
⑤ Omit

⑥ 3.2 Regular Non-Tenure-Accruing Appointments

1) Letters of appointment to positions that will not normally lead to the consideration of the appointee for tenure shall include a statement to that effect.

2) Members of the faculty who are stationed at affiliated institutions and assigned to educational programs of the Medical Center and who have been appointed to regular active status positions without tenure prior to the effective date of this Code may continue to be appointed without tenure.

⑦ 4.1 Stated Periods by Rank for Regular Tenure-Accruing Appointments



d) Professors

Professors may be appointed with tenure, or for a period of not more than three years without tenure.

B. PROMOTION

1. Promotion shall be dependent upon professional competence as evidenced by teaching ability, productive scholarship, participation and leadership in professional societies, service to the University, and public service.

2. As general practice a promotion shall be accompanied by an appropriate increase in salary.

3. Each school, college, or comparable educational division shall establish and publish criteria on which promotion will be based. Additional criteria that may exist in departments shall also be published. Each department or nondepartmentalized school or college shall establish and publish the procedures followed for making decisions concerning promotions.

4. Each department or school shall establish procedures for periodically informing faculty members whether they are making satisfactory progress toward promotion.

C. NONDISCRIMINATION

Appointments, renewals, terminations, promotions, tenure, compensation, and all other terms and conditions of employment shall be made solely on the basis of merit and without regard to race, color, religion, sex, national origin, or other considerations prohibited by law.

V. Termination of Service

A. EXPIRATION OF DEFINITE PERIOD APPOINTMENTS

All appointments for a definite period of service expire automatically with the comple-

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4.2 Stated Periods by Rank for Regular Non-Tenure-Accruing Appointments

Faculty members appointed to any rank may be re-appointed to the same rank or to a higher one as many times as the needs of the University may require.

1. The first part of the report is a general introduction to the subject of the study.

2. The second part of the report is a detailed description of the methods used in the study.

3. The third part of the report is a presentation of the results of the study.

4. The fourth part of the report is a discussion of the results and their implications.

5. The fifth part of the report is a conclusion and a list of references.

6. The sixth part of the report is a list of appendices.

7. The seventh part of the report is a list of figures and tables.

8. The eighth part of the report is a list of footnotes.

9. The ninth part of the report is a list of abbreviations.

10. The tenth part of the report is a list of symbols.

11. The eleventh part of the report is a list of equations.

12. The twelfth part of the report is a list of diagrams.

13. The thirteenth part of the report is a list of photographs.

14. The fourteenth part of the report is a list of maps.

15. The fifteenth part of the report is a list of charts.

16. The sixteenth part of the report is a list of graphs.

17. The seventeenth part of the report is a list of tables.

18. The eighteenth part of the report is a list of figures.

19. The nineteenth part of the report is a list of diagrams.

20. The twentieth part of the report is a list of photographs.

21. The twenty-first part of the report is a list of maps.

22. The twenty-second part of the report is a list of charts.

23. The twenty-third part of the report is a list of graphs.

24. The twenty-fourth part of the report is a list of tables.

25. The twenty-fifth part of the report is a list of figures.

26. The twenty-sixth part of the report is a list of diagrams.

27. The twenty-seventh part of the report is a list of photographs.

28. The twenty-eighth part of the report is a list of maps.

29. The twenty-ninth part of the report is a list of charts.

30. The thirtieth part of the report is a list of graphs.

return to the University and their defense leave terminated on sixty days' notice.

3. The return to University service of members of the faculty from defense leave is conditioned upon their mental, moral, and physical competence to resume their positions in the University.

VII. Retirement

A. Members of the faculty shall retire at the end of the fiscal year in which they reach the age of 65, provided that the Board of Trustees may continue such a faculty member under annual contract upon the recommendation of the faculty members who would be entitled to vote if the retiring faculty member were being considered for an original appointment in his or her present rank and with the approval of the appropriate officers of the University. For the purposes of this Article the fiscal year shall be taken as the period beginning July 1 and ending June 30.

Subject to the need of the University, a full-time member of the faculty who is retired may be invited by the appropriate officers of the University to continue on a part-time basis and appointed for a renewable period not to exceed one academic year. Such appointee shall be designated "emeritus (or retired) in residence."

In no case shall an appointment under the two preceding paragraphs be renewed beyond the end of the fiscal year in which the appointee reaches the age of seventy.

B. A member of the faculty with long and distinguished service to the University may, upon retirement, be awarded emeritus status. Emeritus status is recommended by the regular active status members of the faculty concerned and, with the concurrence of the administration, is awarded by the Board of Trustees. Those eligible for

9 A. Members of the faculty may retire at the end of the fiscal year in which they reach the age of 65 and must retire at the end of the fiscal year in which they reach the age of 70. The fiscal year shall be taken as the period beginning July 1 and ending June 30.

10 Omit

consideration for emeritus status are professors, adjunct professors, clinical professors, research professors, associate professors, and associate clinical professors.

Faculty members in emeritus status shall be entitled to use facilities as arranged with the administration of the University and to participate in faculty meetings without the right to vote. They may serve on committees and may perform such other services as are in keeping with their desires and with the needs of the University.

C. A retired faculty member may use facilities as arranged with the administration of the University and participate in faculty meetings without the right to vote.

VIII. Retirement Annuity

The University has entered into an agreement with the Teachers Insurance and Annuity Association, which agreement is organized upon a dual participation basis. Full-time members of the faculty are eligible to participate.

IX. Faculty Role in University Decision Making

A. The regular active status faculty shares with the officers of the administration the responsibility for the effective operation of the departments, schools, colleges, and the University as a whole. In the exercise of this responsibility, the regular active status faculty plays a role in decisions on the appointment and promotion of members of the faculty and the appointment of the President, deans, departmental chairmen, and other administrative officials with authority over academic matters. The regular active status faculty also participates in the formulation of policy and planning decisions affecting the quality of education and life at the University. This participation includes an active role in the development,

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Insert "University professors" before "professors"

ment of such rights or privileges or an alleged violation of such responsibilities, or a charge of unfair or discriminatory treatment based on race, color, religion, sex, national origin, or other considerations prohibited by law with regard to conditions of employment shall first be considered by the faculty member or members concerned, or by appropriate representatives of the faculty, in cooperation with the responsible administrative officers. If such consideration does not lead to an adjustment satisfactory to the parties involved, the procedures for the implementation of this Article shall be fully utilized.

XI. Health Service

A. The University, recognizing the importance of the health of the teacher to professional competence, shall contribute to the cost of the current and any future basic health care program for all members of the faculty.

B. The facilities of the Emergency Room are available to members of the faculty in emergencies resulting from accidents or sudden, serious illness while on campus.

XII. Construction

As used in this Code and the Procedures for Implementation, words that may imply the masculine gender shall be construed to refer to both the masculine and the feminine genders.

XIII. Effective Date

Having been approved by the Board of Trustees of the University on October 21, 1976, this Code shall as of October 21, 1976, supersede all former codes and ordinances. The Board of Trustees of the University directs that this revised Faculty Code be published.

⑫ Change date to July 20, 1979

